

## NAF PAY SYSTEM

## PAY REPORT

The rates of pay for NF Levels 1 and 2 and the minimum of Level 3 are adjusted in accordance with local prevailing rate surveys. The latest changes, effective the first day of the first pay period beginning on or after November 13, 1998, were as follows: Average increases of 10 cents (1.4 percent) for Level 1 and 24 cents (2.7 percent) for Level 2. The rates of pay for NF Levels 3, 4, 5, and 6 may be adjusted as the General Schedule is adjusted. The adjustment shall not exceed the respective adjustments granted to corresponding appropriated fund GS and SES employees. The latest General Schedule increase was effective the first day of the first pay period beginning on or after January 1, 1999.

## SURVEY SUMMARY BY PAY LEVEL

<u>SURVEY</u> <u>JOB TITLE</u>	<u>WEIGHTED</u> <u>MATCHES</u>	<u>AVERAGE</u>	<u>RANGE</u> <u>HIGH</u>	<u>LOW</u>
<b>NF - 1</b>				
SALES ASSOCIATE	196	7.18	9.50	5.75
CASHIER-CHECKER	184	6.97	9.85	5.75
CUSTOMER SERVICE ASST	24	7.43	10.52	6.52
OFFICE CASHIER	16	9.03	10.89	6.77
RECREATION ATTENDANT	13	8.03	8.65	6.80
DESK CLERK	176	6.73	8.69	5.75
<b>NF - 2</b>				
HEAD SALES PERSON	111	8.48	13.35	6.50
STORE DETECTIVE	13	9.33	12.02	8.75
HEAD CUSTOMER SVC ASST	26	8.91	10.00	8.00
SECRETARY	20	9.65	11.00	8.93
ACCOUNTING TECHNICIAN	36	9.72	12.50	8.00
<b>NF - 3</b>				
DEPARTMENT MANAGER	105	10.29	12.35	8.00

WAGE AREA : #132 Ventura, California  
 ORDER DATE: September 11, 1998  
 SURVEY : #013/011-23